

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF LABOR STATISTICS & RESEARCH  
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San Francisco

## SCOPE OF WORK PROVISION

FOR

ELECTRICAL UTILITY LINEMAN:  
POLE RESTORATION JOURNEYMAN  
POLE RESTORATION JOURNEYMAN: AFTER 1 YEAR  
POLE RESTORATION JOURNEYMAN: AFTER 3 YEARS

SENIOR TECHNICIAN  
SENIOR TECHNICIAN: AFTER 1 YEAR  
SENIOR TECHNICIAN: AFTER 3 YEARS

POLE TREATMENT JOURNEYMAN  
POLE TREATMENT JOURNEYMAN: AFTER 1 YEAR  
POLE TREATMENT JOURNEYMAN: AFTER 3 YEARS

POLE RESTORATION AND TREATMENT  
TECHNICIAN (FIRST 6 MONTHS)  
TECHNICIAN (6-12 MONTHS)  
TECHNICIAN (THEREAFTER)

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, EL  
DORADO, FRESNO, GLENN, HUMBOLDT, IMPERIAL, INYO, KERN, KINGS, LAKE,  
LASSEN, LOS ANGELES, MADERA, MARIN, MARIPOSA, MENDOCINO, MERCED, MONO,  
MONTEREY, NAPA, NEVADA, ORANGE, PLACER, PLUMAS, RIVERSIDE, SACRAMENTO,  
SAN BENITO, SAN BERNARDINO, SAN DIEGO, SAN FRANCISCO, SAN JOAQUIN, SAN  
LUIS OBISPO, SAN MATEO, SANTA BARBARA, SANTA CLARA, SANTA CRUZ, SHASTA,  
SIERRA, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE,  
TUOLUMNE, VENTURA, YOLO, AND YUBA COUNTIES

**OSMOSE WOOD PRESERVING, INC.  
POLE TREATMENT  
AND  
RESTORATION AGREEMENT**

**RECEIVED**  
Department of Industrial

**JUL 25 2000**

Department of Labor Statistics & Research  
Chief's Office

**AGREEMENT NAME**

Outside Pole Treatment & Restoration Agreement between Osmose Wood Preserving Inc., and Local Union 1245, AFL-CIO, I.B.E.W.

**PREAMBLE**

For the purposes of collective bargaining with respect to rates of pay, wages, hours, and other conditions of employment, the Company recognizes the Union as the exclusive representative of those employees who are employed by the Company performing work covered under the Scope of this Agreement.

**GEOGRAPHIC AREA**

Local Union 1245 is presently chartered by the International Brotherhood of Electrical Workers, AFL-CIO, to cover certain outside electrical work on Public Works Projects in States of California (except Siskiyou, Modoc and Del Norte Counties) and Nevada (except Lincoln, Clark and that part of Nye County lying South of the Mount Diablo base line). Therefore, the territorial scope of this Agreement shall uniformly cover the above area.

**SCOPE OF WORK**

Groundline evaluation, treatment, restoration and minor repair (to GO 95 guidelines) of standing wood utility poles on properties of electrical utility distribution and transmission systems owned, maintained and operated by Utility Companies, Municipalities or Government Agencies engaged in utility operations. This work shall be done by skilled personnel that have been formally trained in this specific field. The work will include the strength repair of designated reject poles using various generic mechanical products. Minor repair would include the replacement of defective or missing designated items such as guy guards, molding, pole numbers, high voltage signs, etc.

**MANAGEMENT RIGHTS**

The Union understands the Employer is responsible to perform the work required by the owner. The Employer shall therefore have no restrictions, except those specifically provided for in the collective bargaining agreement in planning, directing, and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job to job within the Local Union's geographical jurisdiction, in

Senior Technicians, three additional Technicians may be added per Senior Technician) engaged in the inspection and treatment of standing wood utility poles. He or she has been formally trained on-the-job by the Employer and has demonstrated his or her knowledge in the evaluation of wood poles to GO 95 guidelines and application of remedial preservatives.

#### **SECTION 4.08**

**POLE RESTORATION FOREMAN (WORKING):** An employee who is in charge of not more than five (5) men, including him or herself, engaged in the evaluation, preservative treatment and mechanical restoration of Sub-GO 95 wood poles.

#### **SECTION 4.09**

**FOREMAN/TRAINEES:** An Employee who is training on-the-job under an Treatment/Foreman or Pole Restoration Foreman for a specified amount of time, normally six (6) to ten (10) weeks. A Foreman/Trainee shall demonstrate reasonable progress and proficiency during his or her training to continue in that capacity. It is understood that in addition to the on-the-job training, a Foreman/Trainee is required to study Employer technical procedures on his or her own time. Testing on Company procedures is a basic element of the training program.

#### **SECTION 4.10**

**TECHNICIAN:** An Employee, who, under the supervision of a Foreman, is engaged in repetitive, unskilled work such as digging, back-filling, applying preservatives, etc.... which involve a variety of hand tools.

#### **SECTION 4.11**

**SENIOR TECHNICIAN:** An Employee who will assist the Foreman in all aspects of the job, can effectively manage the crew in the Foreman's temporary absence. Must be able to survey poles, lines, etc., assist in the training of crew members when required.

### **ARTICLE V**

#### **SECTION 5.01**

##### **SAFETY AND WORKING RULES:**

It is the Employer's exclusive responsibility to insure the safety of its employees and their compliance with these safety rules and standards.

- (a) A copy of the Employer's Safety Policy will be forwarded to the Local Union as soon as possible.